



# ***EARLY INTERVENTION SYSTEM***

## ***4<sup>TH</sup> QUARTER 2021/ 1<sup>ST</sup> QUARTER 2022***



**CITY & COUNTY OF SAN FRANCISCO**

# *TEAM*



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Lieutenant



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Sergeant



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Senior Analyst



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Senior Analyst

# *WHAT IS AN EARLY INTERVENTION SYSTEM?*

- Identifies Members who were involved in activity types proven to increase stress
- Provides Members with resources and tools
- Mechanism for ensuring police accountability **PRIOR** to adverse events

The Early Intervention System is **NOT** about warning supervisors about problem officers, but rather a way to help officers **BEFORE** they experience an adverse event.

# *CURRENT ALERT THRESHOLDS*



- 1+ Officer-Involved Shooting/Officer-Involved Discharge
- 3+ Use of Force Incidents in a 3-month period
- 3+ DPA complaints in a 6-month period
- Any 5+ indicators in a 6-month period
- 4+ DPA complaints in a 12-month period
- Any 6+ indicators in a 12-month period

# *EARLY INTERVENTION SYSTEM (EIS) ALERT*



An EIS Alert is generated when a Member reaches numerical thresholds of predefined activity types in certain time periods. The Administrative Investigations Management (AIM) application generates alerts each month. Generated alerts are validated by analysts, then forwarded to the EIS Sergeant every other month for review.

## Tracked Indicators

Use of Force	DPA Complaints
OIS	OID
EEO Complaints	IAD Complaints
Civil Suits	Tort Claims
On-Duty Collision	Vehicle Pursuit

## Associated Factors

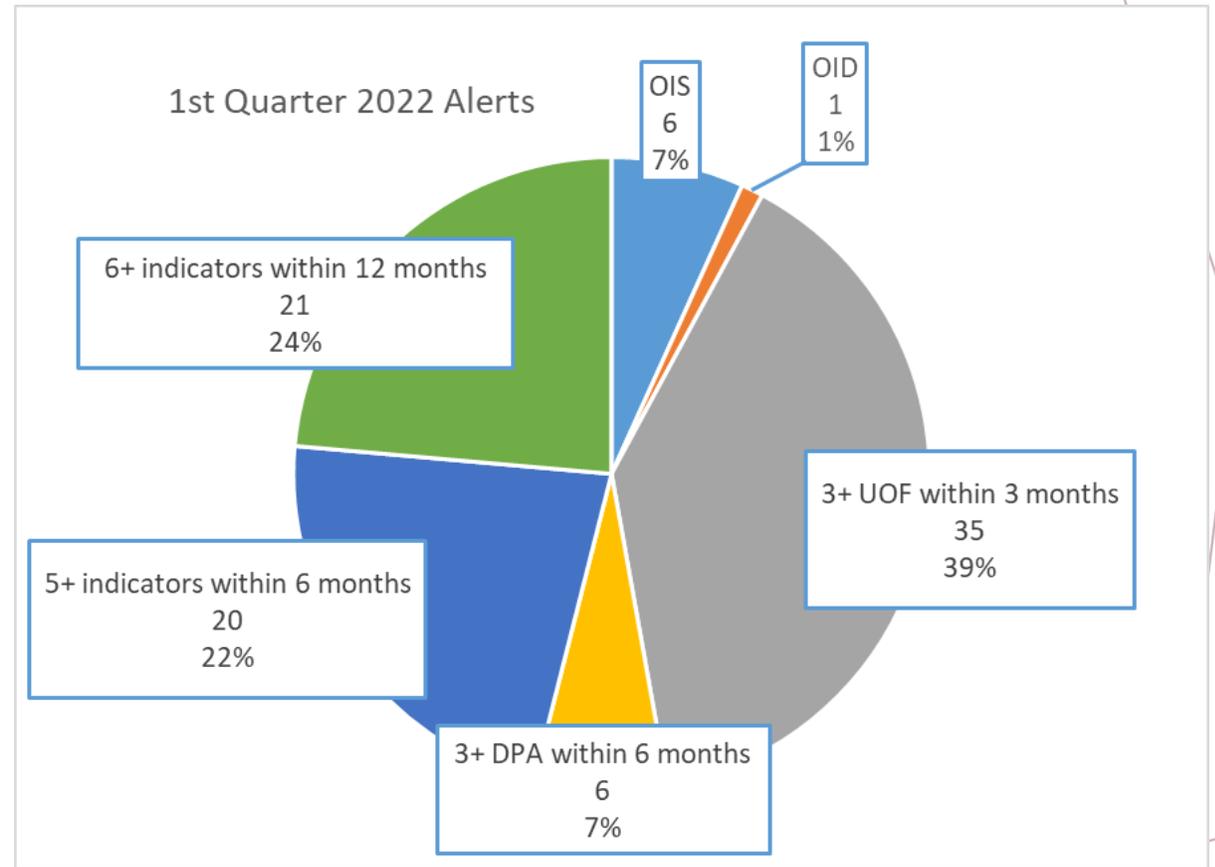
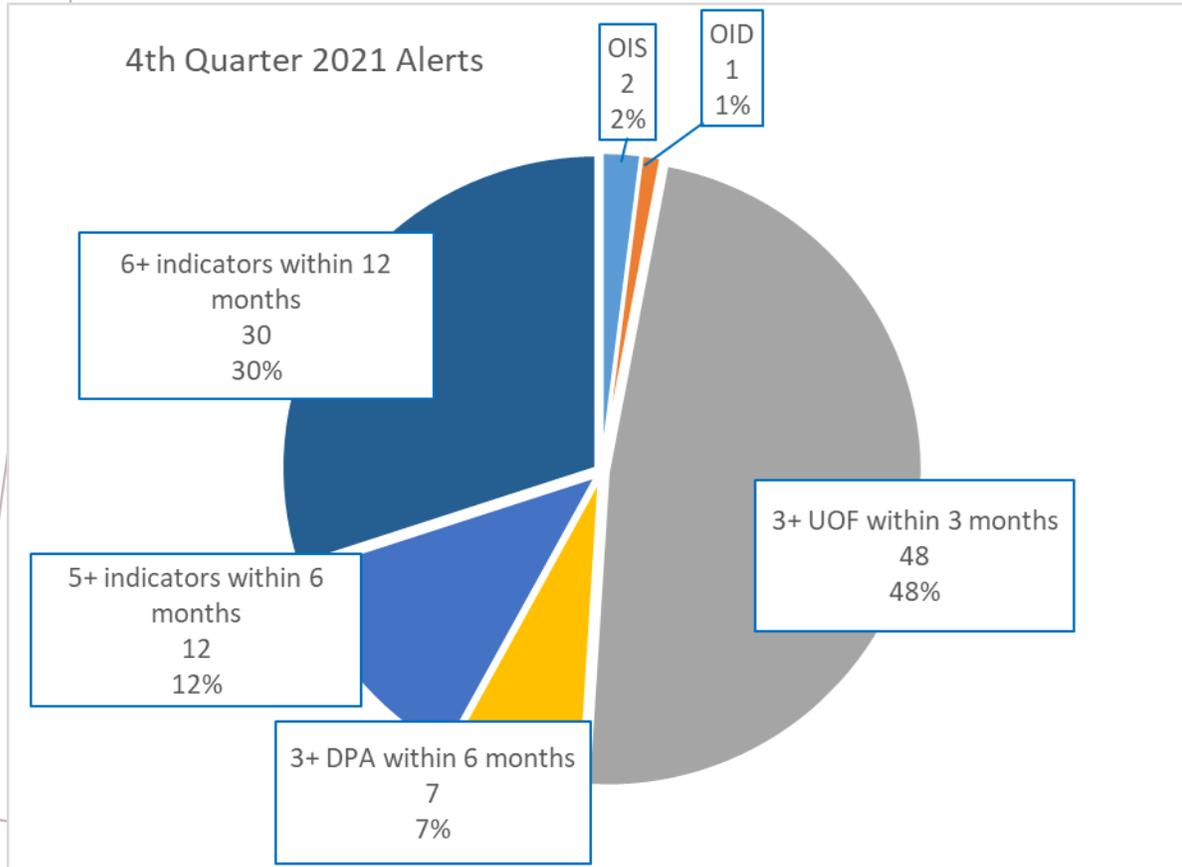
Citizen Compliments	Department Awards
Citations by Officer	Reports by Officer
Vehicle Stops	Pedestrian Stops
Training History	Overtime Worked
Discretionary Time Off	Principal in Critical Incident
Criminal Cases Dismissed	Charges of Assault on an Officer
Use of Sick Pay	Charges of Resisting an Officer

# *COMPLETING A QUARTERLY REPORT*

- Finalizing all Use of Force incident documentation can take up to two weeks past the close of the last reporting month.
- Supporting data and documentation obtained from all areas included in the Quarterly Report (UOF, DPA, IAD, HRMS/Staff Services, EVOC, DABOR, etc.).



# ALERTS BY TYPE



# *MEMBERS RECEIVING ALERTS*

**3.3% of active sworn Members generated an alert in Q4 2021.**

<b>4<sup>th</sup> Quarter 2021</b>		
1 Alert	46 Members	1 x 46 = 46 Alerts
2 Alerts	18 Members	2 x 18 = 36 Alerts
3 Alerts	6 Members	3 x 6 = 18 Alerts
<b>70 Members</b>		<b>100 Alerts</b>

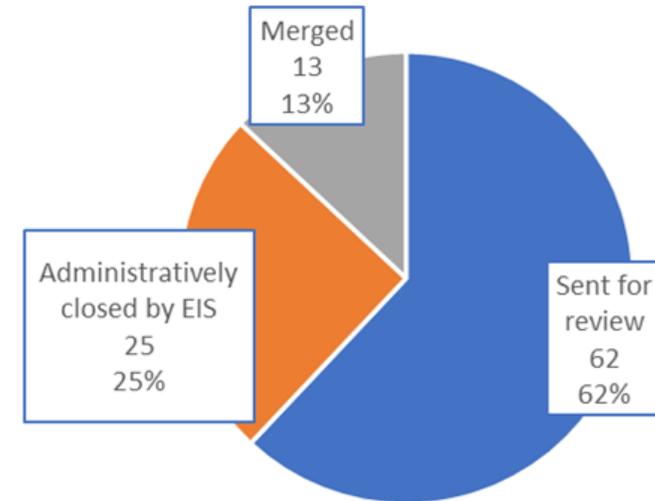
**3.2% of active sworn Members generated an alert in Q1 2022.**

<b>1<sup>st</sup> Quarter 2022</b>		
1 Alert	43 Members	1 x 43 = 43 Alerts
2 Alerts	20 Members	2 x 20 = 40 Alerts
3 Alerts	2 Members	3 x 2 = 6 Alerts
<b>65 Members</b>		<b>89 Alerts</b>

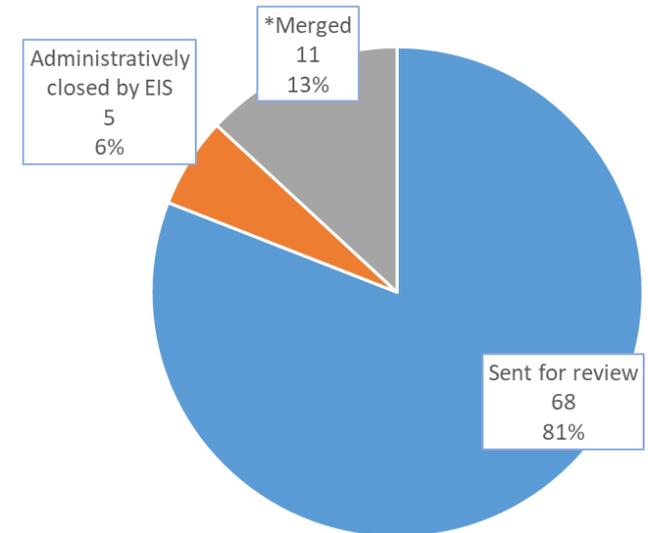
# *DISPOSITION OF ALERTS*

\*Alerts are generated every month and sent out to stations during the following months: February, April, June, August, October, December. Only the most recent alert is sent to the officer's unit. Please note that the EIS Unit records both alerts for data-tracking purposes.

Disposition of Q4 Alerts



Disposition of Q1 Alerts





# ***INTERVENTIONS***

	<b>Open/ In-Progress Interventions</b>	<b>New Interventions Opened</b>	<b>Interventions Completed &amp; Closed</b>	<b>Interventions That Remain Open/ In- Progress</b>
<b>Q4 2021</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Q1 2022</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>

# ***ENGAGEMENTS OUTSIDE EIS***

<b>Type</b>	<b>Q4 2021</b>	<b>Q1 2022</b>
<b>Informal Counseling</b>	<b>61</b>	<b>71</b>
<b>Formal Counseling</b>	<b>4</b>	<b>1</b>
<b>Performance Improvement Plans</b>	<b>2</b>	<b>3</b>

# First Sign Early Intervention System



- Project Kickoff: October 2021
  - Current Phase: Data Validation and Import
  - Next phase: Data Modeling: September 2022 (scheduled)
  - Production Release: January 2023 (scheduled), **contingent on both scheduled completion of data validation and policy approval by all stakeholders**
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# *QUESTIONS? COMMENTS?*

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